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ABSTRACT

This report presents salary data on selected administrative positions from all public higher education institutions, governing boards, and other higher education state-level agencies in Colorado. Table 1 presents, by institutional type, the median and mean salaries for 1994-95, as well as the frequency and range of salaries, for the following positions: chief executive officers, executive vice presidents, chief academic officers, chief general studies officers, chief vocational education officers, directors of institutional research, deans of continuing education, chief business officers, chief planning officers, chief budgeting officers, chief personnel officers, directors of affirmative action, chief information systems officers, chief physical plant officers, comptrollers, chief public relations officers, directors of information, chiefs of student affairs, chief admissions officers, registrars, directors of student financial aid, and directors of athletics. Table 2 provides average salary data for 1992-93, 1993-94, and 1994-95. Definitions for each position are also presented. (MDM)

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EXECUTIVE SUMMARY

The Commission annually collects data on selected administrative positions from all public higher education institutions, governing boards, and other higher education state-level agencies in Colorado. The data is summarized and presented in five groups.

State-Level Agencies and Governing Boards

- Auraria Higher Education Center
- Colorado Commission on Higher Education
- Colorado Community College and Occupational Education System
- Regents of the University of Colorado
- State Board of Agriculture
- State Colleges in Colorado

Research Universities

- Colorado School of Mines
- Colorado State University
- University of Colorado - Boulder

Universities/Colleges

- Adams State College
- Fort Lewis College
- Mesa State College
- Metropolitan State College of Denver
- University of Colorado - Colorado Springs
- University of Colorado - Denver
- University of Northern Colorado
- University of Southern Colorado
- Western State College

Special Purpose

- University of Colorado - Health Sciences Center

Community Colleges

- Aims Community College
- Arapahoe Community College
- Colorado Mountain College
- Colorado Northwestern Community College
- Community College of Aurora
- Community College of Denver
- Front Range Community College

- Lamar Community College
- Morgan Community College
- Northeastern Junior College
- Otero Junior College
- Pikes Peak Community College
- Pueblo Community College
- Red Rocks Community College
- Trinidad State Junior College

Table I provides a detailed summary of the 1994-95 data. Table II provides average salary data for 1992-93, 1993-94, and 1994-95. Definitions for each of the positions surveyed are presented following the tables.

Table I
1994-95 Summary

Position Title/Sector	Freq.	Median (In $)	Mean (In $)	Range (In $)
Chief Executive Officer, System or Institution				
Agency/Governing Board	6	119,100	124,669	94,150 - 156,750
Research Universities	3	156,000	156,304	153,912 - 159,000
Universities/Colleges	9	120,000	115,470	85,000 - 137,256
Special Purpose	1	299,250	299,250	299,250 - 299,250
Community Colleges	15	97,290	94,819	80,000 - 108,900
Executive Vice President				
Agency/Governing Board	2	90,275	90,275	88,050 - 92,500
Research Universities	...	...	...	...
Universities/Colleges	1	77,880	77,880	77,880 - 77,880
Special Purpose	1	125,000	125,000	125,000 - 125,000
Community Colleges	4	67,580	68,385	58,698 - 79,683
Chief Academic Officer				
Agency/Governing Board	5	87,894	97,350	80,100 - 136,175
Research Universities	3	129,600	127,965	123,500 - 130,795
Universities/Colleges	9	95,000	96,050	79,393 - 119,819
Special Purpose	1	66,009	66,009	66,009 - 66,009
Community Colleges	15	67,223	67,403	58,682 - 78,348
Chief General Studies Officer[1]				
Agency/Governing Board	1	52,000	52,000	52,000 - 52,000
Community Colleges	3	56,469	52,356	41,750 - 58,848
Chief Vocational Education Officer[1]				
Agency/Governing Board	1	63,000	63,000	63,000 - 63,000
Community Colleges	10	53,039	53,611	44,000 - 62,456
Director, Institutional Research				
Agency/Governing Board	1	66,800	66,800	66,800 - 66,800
Research Universities	...	...	...	...
Universities/Colleges	5	53,796	52,221	36,400 - 64,125
Special Purpose	1	54,000	54,000	54,000 - 54,300
Community Colleges	6	52,586	49,189	36,324 - 57,043
Dean, Continuing Education				
Agency/Governing Board	1	66,100	66,100	66,100 - 66,100
Research Universities	2	81,400	81,400	80,000 - 82,800
Universities/Colleges	6	54,080	53,812	36,882 - 70,008
Special Purpose	...	...	...	...
Community Colleges	10	53,735	53,474	42,276 - 66,456
Chief Business Officer				
Agency/Governing Board	5	93,000	98,293	71,750 - 138,986
Research Universities	2	97,500	97,500	86,000 - 109,000
Universities/Colleges	9	85,000	84,682	62,412 - 105,118
Special Purpose	1	111,000	111,000	111,000 - 111,000
Community Colleges	15	65,000	62,519	41,064 - 71,430

[1]These positions apply to community colleges only.

Table I
1994-95 Summary

Position Title/Sector	Freq.	Median (In $)	Mean (In $)	Range (In $)
Chief Planning Officer				
Agency/Governing Board	2	68,800	68,800	57,300 - 80,300
Research Universities	1	71,815	71,815	71,815 - 71,815
Universities/Colleges	1	63,464	63,464	63,464 - 63,464
Special Purpose	...	...	...	...
Community Colleges	1	43,527	43,527	43,527 - 43,527
Chief Budgeting Officer				
Agency/Governing Board	5	59,500	61,820	48,700 - 81,000
Research Universities	3	78,000	76,683	67,750 - 84,300
Universities/Colleges	6	59,275	57,694	40,220 - 70,154
Special Purpose	1	74,500	74,500	74,500 - 74,500
Community Colleges	4	47,374	52,964	44,000 - 73,107
Chief Personnel/Human Resources Officer				
Agency/Governing Board	3	62,500	65,103	54,700 - 79,110
Research Universities	3	77,095	73,865	67,000 - 77,500
Universities/Colleges	8	48,232	53,412	42,684 - 72,959
Special Purpose	1	88,000	88,000	88,000 - 88,000
Community Colleges	12	45,616	44,191	24,000 - 53,290
Director, Affirmative Action/Equal Employment				
Agency/Governing Board	...	...	...	...
Research Universities	2	63,428	63,428	62,000 - 64,855
Universities/Colleges	6	50,153	53,833	39,974 - 70,367
Special Purpose	1	74,000	74,000	74,000 - 74,000
Community Colleges	1	64,000	64,000	64,000 - 64,000
Chief Information Systems Officer				
Agency/Governing Board	4	67,100	68,950	48,200 - 93,400
Research Universities	1	92,200	92,200	92,200 - 92,200
Universities/Colleges	9	67,265	67,495	55,300 - 78,438
Special Purpose	1	82,350	82,350	82,350 - 82,350
Community Colleges	7	48,396	46,592	33,000 - 60,000
Chief Physical Plant/Facilities Management Officer				
Agency/Governing Board	1	68,150	68,150	68,150 - 68,150
Research Universities	2	93,295	93,295	84,700 - 101,890
Universities/Colleges	5	62,366	62,541	56,262 - 68,450
Special Purpose	1	83,800	83,800	83,800 - 83,800
Community Colleges	13	47,000	46,936	41,376 - 54,796
Comptroller				
Agency/Governing Board	5	57,000	56,709	35,346 - 84,200
Research Universities	2	74,073	74,073	66,100 - 82,045
Universities/Colleges	6	49,801	53,951	39,611 - 83,191
Special Purpose	1	76,000	76,000	76,000 - 76,000
Community Colleges	14	47,098	46,625	34,880 - 58,394

Table I
1994-95 Summary

Position Title/Sector	Freq.	Median (In $)	Mean (In $)	Range (In $)
Chief Public Relations Officer				
Agency/Governing Board	3	48,200	58,002	48,200 - 77,605
Research Universities	3	71,565	68,445	61,770 - 72,000
Universities/Colleges	4	52,938	52,792	37,692 - 67,600
Special Purpose	1	83,500	83,500	83,500 - 83,500
Community Colleges	7	43,992	43,976	17,181 - 56,469
Director, Information Office				
Agency/Governing Board	1	32,692	32,692	32,692 - 32,692
Research Universities	1	47,240	47,240	47,240 - 47,240
Universities/Colleges	3	31,814	36,032	25,000 - 51,281
Special Purpose	...	...	...	...
Community Colleges	4	38,096	39,638	35,859 - 46,500
Chief Student Affairs Officer				
Agency/Governing Board	1	56,000	56,000	56,000 - 56,000
Research Universities	3	89,500	92,143	78,000 - 108,929
Universities/Colleges	8	72,674	74,365	62,520 - 97,470
Special Purpose	...	...	...	...
Community Colleges	11	60,481	60,288	48,000 - 75,500
Chief Admissions Officer				
Agency/Governing Board	...	...	...	...
Research Universities	3	68,000	69,836	64,100 - 77,407
Universities/Colleges	7	56,975	51,769	35,000 - 64,748
Special Purpose	1	67,680	67,680	67,680 - 67,680
Community Colleges	9	43,861	45,112	33,500 - 57,678
Registrar				
Agency/Governing Board	...	...	...	...
Research Universities	2	67,661	67,661	55,000 - 80,322
Universities/Colleges	8	52,855	50,698	30,228 - 63,505
Special Purpose	1	58,464	58,464	58,464 - 58,464
Community Colleges	8	45,938	45,142	32,000 - 57,013
Director, Student Financial Aid				
Agency/Governing Board	1	50,000	50,000	50,000 - 50,000
Research Universities	2	70,740	70,740	59,900 - 81,580
Universities/Colleges	8	46,676	50,405	38,752 - 67,680
Special Purpose	1	74,616	74,616	74,616 - 74,616
Community Colleges	14	44,535	45,290	38,536 - 56,852
Director, Athletics				
Agency/Governing Board	...	...	...	...
Research Universities	2	89,556	89,556	81,974 - 97,137
Universities/Colleges	7	50,350	53,944	47,000 - 62,000
Special Purpose	...	...	...	...
Community Colleges	4	40,196	39,308	26,077 - 50,764

Table II
Average Salary by Sector, Position Title and Year

Sector/Position Title	1992-93		1993-94		1994-95	
	Salary	Freq.	Salary	Freq.	Salary	Freq.
Agency/Governing Board:						
Chief Executive Officer, System or Institution	116,015	6	117,024	6	124,669	6
Executive Vice President	87,338	3	89,931	3	90,275	2
Chief Academic Officer	91,001	5	91,008	5	97,350	5
Chief General Studies Officer	...	...	...	...	52,000	1
Chief Vocational Education Officer	55,000	1	55,000	1	63,000	1
Director, Institutional Research	50,035	3	62,104	1	66,800	1
Dean, Continuing Education	62,171	1	62,921	1	66,100	1
Chief Business Officer	93,900	5	92,546	5	98,293	5
Chief Planning Officer	65,433	3	74,142	3	68,800	2
Chief Budgeting Officer	56,694	5	56,105	5	61,820	5
Chief Personnel/Human Resources Officer	59,767	3	59,857	3	65,103	3
Director, Affirmative Action/Equal Employment	59,100	2	59,215	2	...	...
Chief Information Systems Officer	69,750	2	63,771	4	68,950	4
Chief Physical Plant/Facilities Management Officer	59,700	2	59,875	2	68,150	1
Comptroller	59,400	4	61,188	4	56,709	5
Chief Public Relations Officer	57,192	2	53,944	3	58,002	3
Director, Information Office	35,367	2	29,794	1	32,692	1
Chief Student Affairs Officer	...	...	...	...	56,000	1
Chief Admissions Officer	...	...	...	...	...	...
Registrar	...	...	...	...	...	...
Director, Student Financial Aid	...	...	...	...	50,000	1
Director, Athletics	...	...	...	...	...	...
Research Universities:						
Chief Executive Officer, System or Institution	133,939	3	138,101	3	156,304	3
Executive Vice President	...	...	...	...	...	...
Chief Academic Officer	115,600	3	121,826	3	127,965	3
Chief General Studies Officer	...	...	...	...	...	...
Chief Vocational Education Officer	...	...	...	...	...	...
Director, Institutional Research	...	...	...	...	...	...
Dean, Continuing Education	74,811	3	76,958	3	81,400	2
Chief Business Officer	101,425	2	103,720	2	97,500	2
Chief Planning Officer	65,000	1	65,650	1	71,815	1
Chief Budgeting Officer	72,917	3	75,518	3	76,683	3
Chief Personnel/Human Resources Officer	66,233	3	70,540	3	73,865	3
Director, Affirmative Action/Equal Employment	57,000	2	60,750	2	63,428	2
Chief Information Systems Officer	75,425	2	78,213	2	92,200	1
Chief Physical Plant/Facilities Management Officer	82,540	3	84,258	3	93,295	2
Comptroller	69,883	2	68,913	3	74,073	2
Chief Public Relations Officer	75,413	3	64,588	3	68,445	3
Director, Information Office	44,100	1	45,423	1	47,240	1
Chief Student Affairs Officer	83,283	3	94,500	2	92,143	3
Chief Admissions Officer	58,523	3	65,713	3	69,836	3
Registrar	62,753	3	64,267	2	67,661	2
Director, Student Financial Aid	60,105	3	66,486	2	70,740	2
Director, Athletics	92,354	2	87,437	2	89,556	2

Table II
Average Salary by Sector, Position Title and Year

Sector/Position Title	1992-93		1993-94		1994-95	
	Salary	Freq.	Salary	Freq.	Salary	Freq.
Universities/Colleges:						
Chief Executive Officer, System or Institution	112,537	9	112,489	9	115,470	9
Executive Vice President	98,543	2	99,477	2	77,880	1
Chief Academic Officer	89,184	9	90,027	9	96,050	9
Chief General Studies Officer	...	...	...	...	...	...
Chief Vocational Education Officer	...	...	...	...	...	...
Director, Institutional Research	52,746	4	49,877	5	52,221	5
Dean, Continuing Education	55,305	7	54,930	7	53,812	6
Chief Business Officer	81,158	7	82,095	7	84,682	9
Chief Planning Officer	64,710	3	67,596	3	63,464	1
Chief Budgeting Officer	54,377	6	54,809	5	57,694	6
Chief Personnel/Human Resources Officer	51,339	7	52,402	8	53,412	8
Director, Affirmative Action/Equal Employment	53,070	4	53,898	4	53,833	6
Chief Information Systems Officer	64,003	9	66,802	7	67,495	9
Chief Physical Plant/Facilities Management Officer	59,215	5	59,414	5	62,541	5
Comptroller	51,537	7	51,772	7	53,951	6
Chief Public Relations Officer	49,426	5	44,806	3	52,792	4
Director, Information Office	41,119	5	38,952	4	36,032	3
Chief Student Affairs Officer	67,548	8	69,764	8	74,365	8
Chief Admissions Officer	50,874	7	51,046	7	51,769	7
Registrar	45,838	8	45,479	8	50,698	8
Director, Student Financial Aid	46,964	9	48,524	8	50,405	8
Director, Athletics	51,098	5	50,419	7	53,944	7
Special Purpose:						
Chief Executive Officer, System or Institution	183,800	1	285,000	1	299,250	1
Executive Vice President	114,555	1	115,000	1	125,000	1
Chief Academic Officer	72,928	1	57,196	1	66,009	1
Chief General Studies Officer	...	...	...	...	...	...
Chief Vocational Education Officer	...	...	...	...	...	...
Director, Institutional Research	...	...	50,300	1	54,000	1
Dean, Continuing Education	...	...	...	...	...	...
Chief Business Officer	95,800	1	105,400	1	111,000	1
Chief Planning Officer	...	...	...	...	...	...
Chief Budgeting Officer	68,700	1	70,800	1	74,500	1
Chief Personnel/Human Resources Officer	80,000	1	83,200	1	88,000	1
Director, Affirmative Action/Equal Employment	66,200	1	69,200	1	74,000	1
Chief Information Systems Officer	76,500	1	78,800	1	82,350	1
Chief Physical Plant/Facilities Management Officer	78,900	1	81,400	1	83,800	1
Comptroller	68,900	1	72,000	1	76,000	1
Chief Public Relations Officer	76,800	1	79,500	1	83,500	1
Director, Information Office	...	...	...	...	...	...
Chief Student Affairs Officer	...	...	...	...	...	...
Chief Admissions Officer	57,204	1	57,204	1	67,680	1
Registrar	50,508	1	53,028	1	58,464	1
Director, Student Financial Aid	64,452	1	69,528	1	74,616	1
Director, Athletics	...	...	...	...	...	...

Table II
Average Salary by Sector, Position Title and Year

Sector/Position Title	1992-93		1993-94		1994-95	
	Salary	Freq.	Salary	Freq.	Salary	Freq.
Community Colleges:						
Chief Executive Officer, System or Institution	89,306	15	89,643	15	94,819	15
Executive Vice President	61,027	5	62,557	8	68,385	4
Chief Academic Officer	61,883	15	62,838	15	67,403	15
Chief General Studies Officer	45,721	2	50,466	2	52,356	3
Chief Vocational Education Officer	52,469	9	53,137	8	53,611	10
Director, Institutional Research	41,212	9	43,775	5	49,189	6
Dean, Continuing Education	48,460	11	49,908	11	53,474	10
Chief Business Officer	58,585	15	57,283	15	62,519	15
Chief Planning Officer	41,028	1	42,259	1	43,527	1
Chief Budgeting Officer	49,047	2	43,597	2	52,964	4
Chief Personnel/Human Resources Officer	40,883	10	44,287	11	44,191	12
Director, Affirmative Action/Equal Employment	43,168	2	48,280	2	64,000	1
Chief Information Systems Officer	41,759	5	45,926	7	46,592	7
Chief Physical Plant/Facilities Management Officer	43,109	11	43,220	14	46,936	13
Comptroller	43,716	10	43,879	14	46,625	14
Chief Public Relations Officer	41,705	9	41,016	7	43,976	7
Director, Information Office	36,181	4	35,568	6	39,638	4
Chief Student Affairs Officer	57,367	14	56,564	13	60,288	11
Chief Admissions Officer	41,292	11	41,725	9	45,112	9
Registrar	39,507	9	42,670	8	45,142	8
Director, Student Financial Aid	40,000	14	41,243	15	45,290	14
Director, Athletics	39,790	4	43,957	4	39,308	4

SUMMARY POSITION DESCRIPTIONS[1]

101.00 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.

102.00 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education.

103.00 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

201.00 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

204.00 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

216.00 DEAN, CONTINUING EDUCATION: Services as the principal administrator of the continuing education division.

301.00 CHIEF BUSINESS OFFICER: The senior administrative official responsible for combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting and related matters.

302.00 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Executive Officer.

303.00 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

306.00 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

307.00 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the universitywide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

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[1]College and University Personnel Association, 1992-93 Administrative Compensation Survey. Washington, D.C.: CUPA, 1993, pp. 108-114.

309.00 CHIEF INFORMATION SYSTEMS OFFICER: Directs the institution's major academic and administrative computing activities and voice and data communications.

312.00 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

313.00 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

402.00 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

410.00 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

501.00 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of student services and student life programs. Functions typically include student counseling and testing, career development and placement, student union, campus/student activities, minority student support programs, residence life, and related functions.

502.00 CHIEF ADMISSIONS OFFICER: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

504.00 REGISTRAR: The administrative official with principal responsibility for student registrations and records. Functions typically include registration, classroom scheduling, maintenance of student records, and related matters.

506.00 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

518.00 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.